DOCUMENT RESUME

ED 188 580 IR 008 428

AUTHOR Fretwell, Gordon, Comp.
TITLE ARL Annual Salary Survey, 1978-1979.
INSTITUTION Association of Research Libraries, Washington, D.C.
PUB DATE Feb 80
NOTE 48p.: For related document, see ED 168 473.

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS Academic Libraries: Higher Education: *Librarians: *Library Personnel: Library Surveys: *Personnel Data: *Research Libraries: *Salaries: Statistical Analysis: Tables (Data)

ABSTRACT

This report includes tabulations of median and beginning professional salaries for budgeted positions in all Association of Research Libraries (ARL) member libraries, and tables listing average salaries for filled positions in ARL's university libraries. The tables display information on average salaries by position, sex, minority group membership, and geographical location, size and type of institution. The report is divided into the following general headings: (1) salary levels for personnel in ARL libraries: (2) median and beginning professional salaries in ARL non-university libraries: (3) average, median, and beginning professional salaries in ARL university libraries; and (4) distribution of personnel and average salaries for positions in ARL university libraries. Explanatory notes are provided. (FM)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED188580

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

ARL

Annual Salary Survey 1978-1979

Compiled by
Gordon Fretwell

for the
Association of
Research Libraries

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

A. Mandel

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

IR008428

APR 17 1980

Association of Research Libraries 1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 February 1980

The *ARL Annual Salary Survey* is published by the Association of Research Libraries, 1527 New Hampshire Avenue, N.W., Washington, D.C. 20036.

Price: ARL members $3.00/year
Nonmembers $5.00/year

The *ARL Annual Salary Survey* is not copyrighted and may be reproduced without the permission of the publisher.

Association of Research Libraries.
ARL annual salary survey.
Washington, Association of Research Libraries.

v. ill. 28 cm.

Report year ends June 30.
Key title: ARL annual salary survey, ISSN 0361-5669

1. Librarians—Salaries, pensions, etc.—United States—Periodicals. 2. College librarians—Salaries, pensions, etc.—United States—Periodicals. I. Association of Research Libraries. Annual salary survey. II. Title.

Z682.3.A79a 331.2'81'020973 76-640547
MARC-S

Library of Congress 76

Printed in the United States of America

TABLE OF CONTENTS

Page

INTRODUCTION 1

EXPLANATORY NOTES. 5

SALARY LEVELS FOR PERSONNEL IN ARL LIBRARIES

Table 1: Personnel Distribution by Salary Level, ARL University and Non-University Libraries 7

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Table 2: Median and Beginning Professional Salaries in ARL Non-University Libraries 8

Table 3: Analysis of Salaries in ARL Non-University Libraries. 8

AVERAGE, MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

Table 4: Average, Median and Beginning Salaries in ARL University Libraries 9

Table 5: Beginning Professional Salaries in ARL University Libraries; Rank Order Table 1978-79. 14

Table 6: Beginning Professional Salaries in ARL University Libraries; Rank Order Table 1979-80. 15

Table 7: Median Professional Salaries in ARL University Libraries; Rank Order Table 1978-79. 16

Table 8: Median Professional Salaries in ARL University Libraries; Rank Order Table 1979-80. 17

Table 9: Median and Beginning Professional Salaries in ARL University Libraries; Summary of Rankings 1975-79 18

Table 10: Analysis of Salaries in ARL University Libraries. 21

(Continued on next page)

TABLE OF CONTENTS (continued)

Page

DISTRIBUTION OF PERSONNEL AND AVERAGE SALARIES FOR POSITIONS IN ARL UNIVERSITY LIBRARIES

Table 11: Distribution of Professional Staff in ARL University Libraries by Salary and Position. 22

Table 12: Distribution of Professional Staff in ARL University Libraries by Sex and Position 23

Table 13: Number and Average Salaries of ARL University Librarians 24

Table 14: Number and Average Salaries of ARL Minority University Librarians. 25

Table 15: Number and Average Salaries of ARL University Librarians by Type of Institution. 26

Table 16: Number and Average Salaries of ARL University Librarians by Size of Professional Staff 27

Table 17: Average Salaries of ARL University Librarians by Region 28

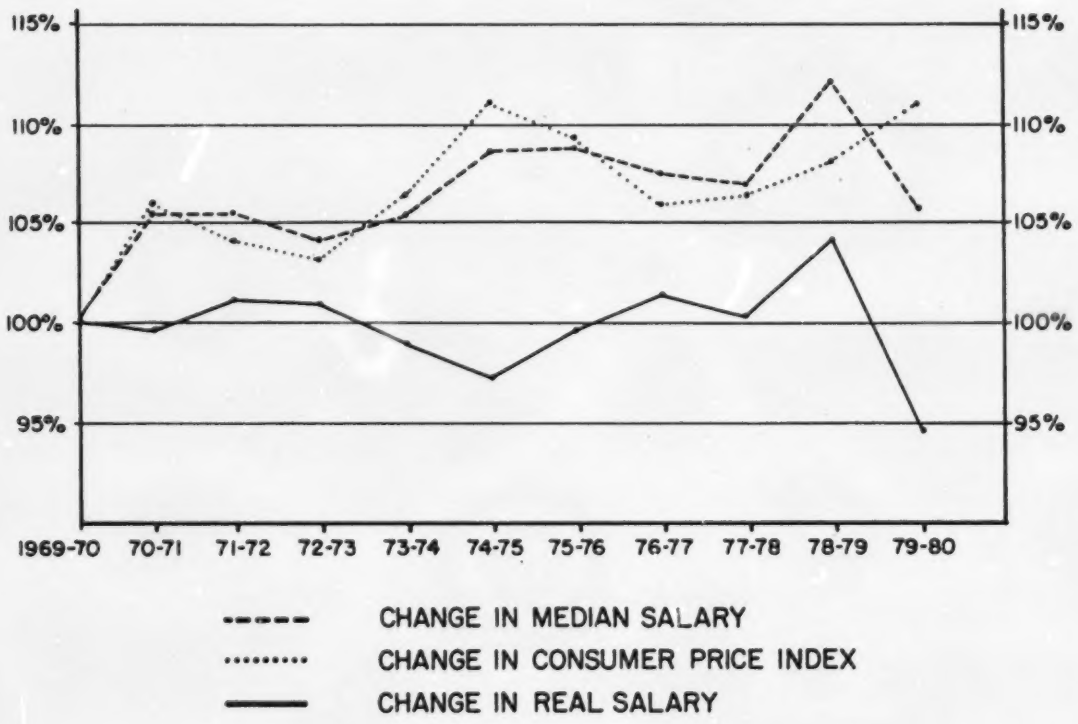
FOOTNOTES. 30

INTRODUCTION

The ARL Annual Salary Survey includes tabulations of median and beginning professional salaries for budgeted positions in all ARL libraries, and tables listing average salaries for filled positions in ARL's university libraries. The tables display information on average salaries by position, sex, minority group membership, and geographical location, size, and type of institution.

Although the salary figures last year projected that ARL university librarians would experience a 2.9 percent decline in purchasing power during 1978-79*, the year end figures show a 4.2 percent increase, indicating that librarians did make modest progress in terms of real purchasing power. It appears the improvement will not last; the 1979-80 projections indicate that ARL university librarians will experience a 5.1 percent decline in purchasing power (see figure below).

UNIVERSITY LIBRARY SALARIES AND THE COST OF LIVING



*Note that throughout this report, 1969-70 is used as the base year in computing indices.

The data displayed in Tables 11 through 17 show the staffing and compensation levels of filled positions for 94 of ARL's 98 university libraries*, analyzed by sex and position. The data make possible many kinds of analysis. For example:

1. Table 13 shows that, of the 6,031 professional staff members employed in the 94 libraries, 61 percent (3,701) are women and 39 percent (2,330) are men. Total staff size has stabilized, with no appreciable change from last year.

2. At the top administrative levels (Directors, Associate Directors, Assistant Directors, and Heads of Law and Medical Libraries), men occupy 67 percent of the positions, while women hold 33 percent. A brief inspection of the left column of Table 13 will reveal the categories to which all university library staff have been assigned for the purpose of this survey. These position categories, while rather arbitrary, attempt to provide a standardized structure within which university librarians' salaries may be viewed. The following table shows the percentage of men and women occupying the nineteen different position categories.

POSITION CATEGORY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
% Men	88	69	60	58	38	47	57	29	22	45	27	32	47	65	43	30	29	28	32
% Women	12	31	40	42	62	53	43	71	78	55	73	68	53	35	57	70	71	72	68

The proportional representation of each sex by position category is shown by index figures in the next table. The index was constructed with 100 being equal to the overall proportion of each sex reported in the survey (i.e., men = 39%, women = 61%). Values other than 100 indicate disproportionate representation. For example, in position category 10 from the table below, the data reveal 17 percent more male Heads of Acquisitions Departments were reported than the overall proportion of males in the total survey. Similarly, there were 11 percent fewer female Heads of Acquisitions Departments than the overall proportion of females in the survey.

POSITION CATEGORY	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Men	228	179	156	150	98	121	148	75	56	117	70	84	121	167	112	78	75	73	82
Women	20	50	65	84	101	87	70	116	128	89	119	110	87	58	92	114	116	117	111

3. As shown in Table 13, the average salary for men is higher than for women in 16 of the 19 categories. Heads of Cataloging, Serials, and Circulation are the only categories in this year's survey where the average salary for females is greater than the average salary for males. Average salaries for women are greater than for their male counterparts by 2.26 percent, .5 percent, and 3.04 percent respectively. In the remaining position categories, average salaries for men are greater than for their female counterparts by amounts varying from 1.87 percent (for Head of Doc./Maps) to 10.22 percent (for Branch Head other than Law or Medicine), with 5 percent being typical.

*Salary information for Chicago, Harvard, Yale, and York is not included in tables that are based on reports of filled positions.

It should be noted that for most categories no attempt has been made to correlate salary levels with the number of years' experience employees have had on their jobs and, therefore, the importance of this variable remains somewhat unclear. However, the categories under "Other Professionals" have been analyzed by years of experience and do permit limited comparison of salaries based on these factors.

4. When the experience factor is taken into account, men in the "Other Professional" categories earn an average of 3.4 percent more than women (see Table 13, categories 16-19). One note of caution when making certain salary comparisons: eleven of the 94 libraries reporting current salary data omitted the salary of the Director, and therefore any comparisons of salaries for that position are based on less complete data.

5. The U.S. ARL university libraries that reported figures on minorities indicated that, among minority employees, men earn higher average salaries in six of the eight categories in which both minority men and women are employed and enough responses were made to permit comparison. (See Table 14.)

The 26 minority libraries in top administrative positions (categories 1-4) earned an average of $34,259, slightly more (2.5 percent) than the 436 non-minority librarians in these categories, who earn an average of $33,398. In five of the remaining 15 categories, minority librarians earn higher average salaries than do all librarians combined. (See Tables 13 and 14.) Caution should be exercised in drawing comparisons and inferences here, since the number of minority staff in each category is small compared to the total number.

Separate tables with information on salaries of minority librarians by institution type, size, or geographical location have not been published because the number of individuals involved is so small.

6. In every position except Director or Head of Medical or Law Library, librarians in public institutions earn higher average salaries than librarians in private institutions. (See Table 15.)

7. With a few exceptions, bigger libraries (as measured by size of professional staff) pay more. (See Table 16.)

8. In the U.S., generally speaking, librarians in the Pacific region earn the most, while librarians in the East South Central region earn the least. The average salary for positions 5-19 combined is highest in the Pacific region, and then descends in the following order: Middle Atlantic, East North Central, West North Central, Mountain, New England, South Atlantic, West South Central, and finally, the East South Central region. (See Table 17.) Salary averages for the top four administrative positions follow the same general pattern, although the relative positions of South Atlantic, West South Central, New England, and Mountain differ slightly.

Data for the ARL non-university libraries is limited to Median and Beginning Professional Salaries and to distribution by salary category. The scarcity of data precludes much analysis, and the overwhelming proportion of the total represented by the Library of Congress will likely produce results having little meaning in the nonfederal libraries. One trend that can be noted, however, is the modest growth in funded positions. Staffing levels reported for 1979-80 were up 5.5 percent from the previous year, to a total of 4,822 positions, even though one less library reported its positions.

The observations above are made primarily to indicate some of the kinds of analysis possible using the data compiled for the ARL Annual Salary Survey. Since the collection and display of the data involve a series of compromises that affect the data, a number of warnings are in order.

First, the data do not reflect a uniform point in time among all institutions because institutions operate on different fiscal years, even though July 1 through June 30 is most common. Consequently, some institutions may have raised salaries since the data were collected.

Second, the data record salaries only. They do not include other compensation which may more than offset the differences in salaries between two institutions. While it seems obviously desirable to expand the data base to include fringe benefits, the practical difficulties are great. The wide range of definitions for fringe benefits effectively prevents the collection of consistent and reliable data. Readers who desire to make direct comparisons between two or more universities may consult the survey of the American Association of University Professors (AAUP) to obtain some idea of fringe benefits. This method is not foolproof either, but AAUP has been able to check its data more completely than ARL.

Third, the position categories chosen are admittedly arbitrary. They are an effort to capture what "most" libraries do, though this inevitably compels some reporting institutions with different position assignments to force their data into the survey pattern. This produces some distortions that are impossible to measure, e.g., it may inflate the "Other Professional" category and deflate the "Department Head" categories.

Fourth, the information for minorities is not as precise as one might wish. The definition called for in the questionnaire is the same as that used by the Equal Employment Opportunity Commission, but no attempt has been made to isolate particular minorities. Their numbers are so small that this would tend to permit the identification of individuals, and, under our rules of procedure, the data would not be published. The definitions are not even applicable in Canadian universities.

Fifth, comparisons between U.S. and Canadian salary figures should be tempered by the exchange rate, which varies over time. During July 1979, the average daily exchange rate was 1.1634 Canadian per one U.S. dollar as computed by the Bank of Canada and published in its Review.

Despite these limitations, the data displayed here constitute the latest and most comprehensive information on ARL salaries available.

Gordon Fretwell
February 14, 1980

EXPLANATORY NOTES FOR THE UNIVERSITY LIBRARY PORTION OF THE SURVEY

1. The main part of this report is concerned with salaries for budgeted positions and filled positions in ARL member university libraries at the beginning of the fiscal year 1979-80; salaries for budgeted positions for fiscal year 1978-79 are also included.

2. The survey is concerned with the salaries for professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library reports the salaries of those staff members it considers professionals, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

3. Salaries are reported for full-time positions only and on a 12-month basis. If, for example, an appointment is for 10 months, the annual payment reported is calculated by adding the salary for 2 months to that paid for the 10-month period.

4. The salaries for all professional positions are included, regardless of whether the salaries come from the regular library budget or from special funds such as research grants.

5. The salary figures are straight gross salary figures. Fringe benefits are not included.

6. The "beginning professional salary" is that salary which is the lowest on the professional salary schedule, not the lowest salary paid.

7. The median salaries for the total number of positions are approximations. Exact medians are not indicated because individual salaries are not reported, only salary ranges.

8. Explanatory footnotes to the reported figures are provided when necessary.

9. The position categories used in the report are intended to correspond roughly with the activities carried on in libraries, not with any particular patterns of staff organization or nomenclature. Recognition is taken of the problems created by using this, or any other, position classification scheme.

   a. Associate and Assistant Directors. Their functions are primarily administrative and they generally assist in formulating library policy; some have, in addition, other more technical responsibilities. If an Associate or Assistant Director is also a department head, he or she is included with the higher salaried group.

   b. Head Librarians of Branch and Special Libraries. These are divided into two separate categories: a) Law and Medicine only; b) Others, e.g., Agriculture, Business, Science.

c. Specialist. These are two kinds: subject specialists, who most commonly help build collections and offer specialized reference and bibliographic services; and functional specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. These latter may not be by strict definition, professional librarians (i.e., those who hold an MLS).

d. Department Heads. Department heads not specifically included elsewhere are added under the category "Other."

e. Other Professional Library Staff Members. These are librarians without administrative or specialist responsibility. Experience is defined as full-time experience as a professional.

10. Minorities are defined here by the Equal Employment Opportunity Commission's EEO-6 categories: Black, Hispanic, Asian or Pacific Islanders, and American Indian or Alaskan native. (See Federal Register, vol. 40, no. 114-Thursday, June 12, 1975.) Salaries for minorities are included in all tables.

EXPLANATORY NOTES FOR THE NON-UNIVERSITY LIBRARY PORTION OF THE SURVEY

1. This survey reports budgeted professional salaries of the fiscal year 1978-79, as well as for the new fiscal year. For most libraries this means the survey covers positions for the period July 1, 1978 through June 30, 1979, and July 1, 1979 through June 30, 1980.

2. Salaries are reported for all budgeted professional positions, whether filled or unfilled.

3. Explanatory notes 2-8 of the University portion of this survey apply here also.

TABLE 1: PERSONNEL DISTRIBUTION BY SALARY LEVEL, ARL UNIVERSITY AND NON-UNIVERSITY LIBRARIES

Figures in columns headed by dates show number of budgeted professional staff by salary level shown in left hand column.

Figures in columns headed by % show the percent of budgeted positions with salaries equal to or above first figure shown in the salary range column (e.g., in 1978 25% of the librarians in ARL university libraries earned $21,000 or more).

SALARY RANGE	UNIVERSITY LIBRARIANS[1]				NON-UNIVERSITY LIBRARIANS[2]			
	1978	%	1979	%	1978	%	1979	%
$47,000 or more	15		32		103	2	132	3
46,000---46,999	8		4		6		8	
45,000---45,999	4		7		12	3	15	
44,000---44,999	13		7		8		20	4
43,000---43,999	3		14	1	23		24	
42,000---42,999	7		16		20	4	5	
41,000---41,999	9		12		2		35	5
40,000---40,999	16	1	18		16		28	6
39,000---39,999	13		16	2	38	5	23	
38,000---38,999	15		21		20		52	7
37,000---37,999	14		23		34	6	37	8
36,000---36,999	22	2	20	3	40	7	29	9
35,000---35,999	22		29		39	8	54	10
34,000---34,999	29		27		27		25	
33,000---33,999	24	3	45	4	37	9	49	11
32,000---32,999	24		37	5	52	10	122	14
31,000---31,999	43	4	49	6	71	12	47	15
30,000---30,999	39		108	7	86	14	83	16
29,000---29,999	53	5	76	8	36	15	73	18
28,000---28,999	61	6	81	10	101	17	88	20
27,000---27,999	78	8	127	11	63	18	150	23
26,000---26,999	132	10	205	14	185	22	163	26
25,000---25,999	102	11	153	17	102	25	128	29
24,000---24,999	195	14	275	21	105	29	95	31
23,000---23,999	156	16	224	24	112	31	318	37
22,000---22,999	259	20	271	28	121	34	67	39
21,000---21,999	328	25	307	33	217	38	226	43
20,000---20,999	308	29	377	38	193	43	191	47
19,000---19,999	403	35	453	45	169	46	385	55
18,000---18,999	474	42	552	53	380	55	203	60
17,000---17,999	535	50	578	62	182	59	167	63
16,000---16,999	638	60	606	71	244	64	369	71
15,000---15,999	682	70	597	80	437	74	413	79
14,000---14,999	637	79	524	88	228	79	385	87
13,000---13,999	560	88	409	94	426	88	501	98
12,000---12,999	476	95	323	98	496	99	34	98.4
11,000---11,999	271	99	97	99.8	46	99.8	67	99.8
10,000---10,999	82	99.9	15	100	11	100	10	
9,000--- 9,999	6	100					1	100
Total Positions	6,756		6,731		4,570		4,822	
Median Salary	$17,869		$18,910		$18,567		$19,679	

[1]Excludes Chicago, Harvard, Yale, and York
[2]Excludes Newberry

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1978-79[r]	1979-80	1978-79[r]	1979-80
Boston Public Library	$ 16,000	$ 16,500	$ 11,452	$ 12,626
Center for Research Libraries	15,090	16,222	11,000	11,550
John Crerar Library (* M)	16,020	16,020	11,460	11,500
Library of Congress (L)	18,500	19,500	12,336	13,000
Linda Hall Library	13,900	14,800	10,000	11,000
National Agricultural Library	22,250	N/A	9,959	N/A
National Library of Canada (D)	18,970	20,300	13,127	13,127
National Library of Medicine (M)	27,453	29,375	13,014	13,924
New York Public Library (*)	18,085	17,393	11,635	12,136
New York State Library	13,000	15,000	11,000	11,000
Newberry Library	N/A	N/A	N/A	N/A
Smithsonian Institution (*)	24,895	25,169	13,014	13,729

[r]Figures revised from 1977-78 survey
* - See Footnotes
N/A - Not available
L - Includes Law Library salaries
M - Includes Medical Library salaries
D - Dollars Canadian

TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES

The chart and graph here convert into index numbers salary figures for the past decade and compare these numbers to the consumer price index (CPI) which also has been converted using 1969-70 as the base year.

Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Sal. Index	BPS* Index	Consumer Price Index
1978-79	12	4,822	$19,679	$12,391	174.2	159.7	197.3
1977-78[r]	11	4,570	18,567	11,460	164.3	153.1	178.0
1976-77	11	4,335	17,000	11,220	150.4	147.6	155.3
1975-76	11	4,341	16,500	10,714	146.0	141.0	146.8
1974-75	11	4,345	15,100	10,000	133.6	131.6	134.5
1973-74	11	4,089	14,400	9,969	127.4	131.2	121.2
1972-73	11	3,663	13,800	9,053	122.1	119.1	114.1
1971-72	11	3,682	13,200	8,817	116.8	116.0	110.5
1970-71	11	3,626	12,300	8,398	108.8	110.5	105.9
1969-70	9	2,951	11,300	7,600	100.0	100.0	100.0

*BPS = Beginning Professional Salary
[r]Figures revised from 1977-78 survey

TABLE 4: AVERAGE, MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	July 1, 1979	1978-79[r]	1979-80	1978-79[r]	1979-80
Alabama (* C L)	$ 16,312	$ 14,500	$ 14,993	$ 10,000	$ 11,000
Alberta (* C D L M)	24,723	22,480	24,441	14,333	14,698
Arizona (* C)	18,412	16,500	16,970	11,400	11,800
Arizona State (C)	19,494	16,263	17,607	12,400	13,144
Boston (* L M)	18,090	14,100	16,695	10,000	11,000
Brigham Young (* C)	17,736	15,300	16,300	11,000	11,500
British Columbia (C D L M)	26,945	24,477	26,360	16,500	17,500
Brown (* C)	18,351	14,980	15,995	11,800	11,800
Calif., Berkeley (* C)	25,490	21,276	24,360	12,924	14,796
Calif., Davis (* C M)	26,144	22,788	24,360	12,924	14,796
Calif., Los Angeles (L M)	24,869	21,276	24,500	13,536	14,796
Calif., Riverside (C)	22,671	19,651	19,900	9,972	11,244
Calif., San Diego (C M)	25,206	19,872	24,360	12,924	14,796
Calif., Santa Barbara (C)	26,274	21,500	26,500	12,924	14,796
Case Western Reserve (C L M)	17,606	15,299	15,838	10,500	10,960
Chicago (+ C L)	N/A	15,679	16,948	11,700	12,500
Cincinnati (*)	17,679	16,611	16,611	11,000	11,000
Colorado (* C L)	22,131	18,345	19,253	12,000	13,000
Colorado State	19,449	18,200	18,500	12,400	12,600
Columbia (+ L M)	20,070	17,750	18,750	11,500	12,500

[r]Figures revised from 1977-78 survey
* - See Footnotes
+ - Excludes salary of Head Librarian
N/A - Not available
C - Includes salaries for main campus only/has only one campus
D - Dollars Canadian
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	July 1, 1979	1978-79[r]	1979-80	1978-79[r]	1979-80
Connecticut (* L M)	$ 20,298	$ 16,278	$ 18,254	$ 11,000	$ 11,000
Cornell (C L)	18,840	16,575	17,119	10,500	11,500
Dartmouth (+ C M)	17,702	16,450	18,520	10,100	11,000
Duke (C L M)	18,700	15,820	16,610	11,000	11,500
Emory (L M)	17,305	14,390	15,397	10,300	11,000
Florida (L M)	17,562	13,456	16,286	9,600	10,500
Florida State (* C L)	18,277	14,175	17,156	10,000	11,000
Georgetown (* L M)	19,399	16,580	17,750	10,500	12,000
Georgia (C)	17,535	15,000	16,350	12,000	12,300
Guelph (C D)	25,535	22,280	25,173	12,946	13,749
Harvard (+ C L M)	19,201	16,529	17,619	11,900	12,800
Hawaii (* C)	21,578	18,300	19,821	12,624	13,748
Houston (* C L)	19,725	16,215	17,967	10,800	12,000
Howard (* L M)	23,273	21,359	21,359	15,432	15,432
Illinois (* L M)	19,780	17,300	18,100	10,320	10,490
Indiana (* + L M)	17,732	14,971	16,555	11,000	11,500
Iowa (C L M)	19,345	16,150	17,300	12,000	12,700
Iowa State (C)	19,146	16,700	18,088	11,200	12,000
Johns Hopkins (* C)	20,384	18,355	18,166	13,950	13,950
Joint (C L M)	16,772	14,200	15,862	10,200	10,800

[r]Figures revised from 1977-78 survey
* - See Footnotes
+ - Excludes salary of Head Librarian
N/A - Not available
C - Includes salaries for main campus only/has only one campus
D - Dollars Canadian
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	July 1, 1979	1978-79[r]	1979-80	1978-79[r]	1979-80
Kansas (L M)	$ 17,988	$ 14,980	$ 15,900	$ 10,500	$ 11,000
Kent State (C)	21,236	19,445	20,959	12,833	13,600
Kentucky (C L)	16,962	16,000	16,484	11,000	11,500
Lousiana State (* C)	19,720	16,295	19,847	10,000	10,500
McGill (D L M)	26,049	23,990	25,071	15,540	16,165
McMaster (C D)	21,973	18,828	20,505	12,360	13,350
Maryland (* C)	19,526	16,184	17,625	10,500	11,750
Massachusetts (C)	18,798	17,158	18,342	11,200	11,200
M.I.T. (C)	19,549	17,450	18,000	11,500	12,500
Miami (+ L M)	18,551	16,275	18,000	10,500	12,000
Michigan (* + C M)	19,448	16,968	18,096	11,808	12,408
Michigan State (C)	19,243	15,725	17,400	11,800	12,300
Minnesota (* C M)	20,956	18,271	19,366	14,100	14,736
Missouri (C L M)	18,368	16,901	17,891	11,500	12,000
Nebraska (* C L)	18,517	14,900	16,051	11,500	12,300
New Mexico (C)	18,607	16,575	17,550	11,000	12,000
New York (* L M)	21,797	18,200	19,136	13,000	13,000
North Carolina (C)	17,519	14,600	15,575	10,800	11,500
Northwestern (* L M)	18,629	15,840	16,441	11,800	11,800

[r]Figures revised from 1977-78 survey
* - See Footnotes
+ - Excludes salary of Head Librarian
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Dollars Canadian
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	July 1, 1979	1978-79[r]	1979-80	1978-79[r]	1979-80
Notre Dame (C)	$ 18,274	$ 14,796	$ 16,080	$ 11,200	$ 11,500
Ohio State (* L M)	19,636	17,400	18,360	11,400	12,240
Oklahoma (C)	16,910	13,336	14,687	10,000	10,500
Oklahoma State (C)	16,566	14,856	15,234	9,600	10,500
Oregon (C L)	21,292	19,061	19,400	13,483	13,500
Pennsylvania (C L M)	20,312	17,350	18,500	12,600	13,000
Pennsylvania State (+ M)	21,115	18,984	20,424	12,000	12,600
Pittsburgh (* + L M)	17,774	15,558	16,851	11,700	12,051
Princeton (*)	19,314	16,500	17,500	11,500	11,900
Purdue (* C)	21,066	16,700	17,900	12,000	13,000
Queen's (* C D L M)	22,723	18,100	20,125	12,200	12,775
Rice (C)	18,293	15,500	16,995	10,000	12,200
Rochester (* M)	17,917	15,000	16,136	10,500	10,500
Rutgers (* + L M)	23,964	20,500	22,000	13,157	14,407
South Carolina	18,045	15,200	16,419	12,000	12,000
Southern California (* + C)	18,092	16,321	17,720	9,000	10,500
Southern Illinois (* L M)	20,314	17,172	18,384	11,800	12,600
Stanford (+ C L M)	20,949	18,110	19,612	13,200	13,800
SUNY - Albany (*)	18,746	15,922	17,278	11,200	11,800
SUNY - Buffalo (* L M)	18,661	15,477	18,190	11,000	12,000

[r]Figures revised from 1977-78 survey
* - See Footnotes
+ - Excludes salary of Head Librarian
N/A - Not available
C - Includes salaries for main campus only/has only one campus
D - Dollars Canadian
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 4 continued: AVERAGE, MEDIAN AND BEGINNING SALARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	July 1, 1979	1978-79[r]	1979-80	1978-79[r]	1979-80
SUNY - Stony Brook (C)	$ 18,081	$ 15,000	$ 16,000	$ 11,000	$ 12,000
Syracuse (* C L)	16,385	13,804	14,952	10,287	10,698
Temple	19,050	17,016	17,867	11,000	11,000
Tennessee (* C)	18,682	14,846	15,969	11,500	12,000
Texas (* C)	17,849	15,679	16,940	12,000	12,612
Texas A & M (C M)	17,569	15,500	16,500	10,300	10,900
Toronto (* C D M)	23,546	20,120	22,174	12,700	14,200
Tulane (* C)	16,672	13,552	14,585	10,200	10,500
Utah (C)	17,563	15,345	16,550	11,000	11,500
Virginia (C L M)	17,216	15,000	16,200	11,040	11,000
Virginia Polytechnic (C)	18,865	15,800	17,300	12,000	12,500
Washington (C M)	19,296	16,182	18,012	11,508	13,500
Washington State (C)	20,187	16,535	18,885	12,000	13,250
Washington, St. Louis (L M)	18,279	14,250	14,900	9,919	11,917
Wayne State (C L M)	21,269	18,305	20,043	11,760	12,230
Western Ontario (+ C D L M)	19,782	17,335	19,103	12,220	12,970
Wisconsin (* C L M)	19,143	15,800	16,906	13,150	14,100
Yale (* + L M)	N/A	16,700	17,800	11,700	12,300
York (L)	22,585	21,754	N/A	12,740	N/A

[r]Figures revised from 1977-78 survey
* - See Footnotes
+ - Excludes salary of Head Librarian
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Dollars Canadian
L - Includes Law Library salaries
M - Includes Medical Library salaries

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE 1978-79

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are thus clustered into groups according to the ranges specified here.

Group ranges are:

1- 16,000 and over
2- 15,000-15,999
3- 14,000-14,999
4- 13,000-13,999
5- 12,000-12,999
6- 11,000-11,999
7- 10,000-10,999
8- below 10,000

GROUP	RANK	INSTITUTION	SALARY
1	1	British Columbia	$ 16,500
2	2	McGill	15,540
	3	Howard	15,432
3	4	Alberta	14,333
	5	Minnesota	14,100
4	6	Johns Hopkins	13,950
	7	Calif., Los Angeles	13,536
	8	Oregon	13,483
	9	Stanford	13,200
	10	Rutgers	13,157
	11	Wisconsin	13,150
	12	New York	13,000
5	13	Guelph	12,946
	14	Calif., Berkeley	12,924
	14	Calif., Davis	12,924
	14	Calif., San Diego	12,924
	14	Calif., Santa Barbara	12,924
	18	Kent State	12,833
	19	York	12,740
	20	Toronto	12,700
	21	Hawaii	12,624
	22	Pennsylvania	12,600
	23	Arizona State	12,400
	23	Colorado State	12,400
	25	McMaster	12,360
	26	Western Ontario	12,220
	27	Queen's	12,200
	28	Colorado	12,000
	28	Georgia	12,000
	28	Iowa	12,000
	28	Pennsylvania State	12,000
	28	Purdue	12,000
	28	South Carolina	12,000
	28	Texas	12,000
	28	Virginia Polytechnic	12,000
	28	Washington State	12,000
6	37	Harvard	11,900
	38	Michigan	11,808
	39	Brown	11,800
	39	Michigan State	11,800
	39	Northwestern	11,800
	39	Southern Illinois	11,800
	43	Wayne State	11,760
	44	Chicago	11,700
	44	Pittsburgh	11,700
	44	Yale	11,700
	47	Washington	11,508
	48	Columbia	11,500
	48	M.I.T.	$ 11,500
	48	Missouri	11,500
	48	Nebraska	11,500
	48	Princeton	11,500
	48	Tennessee	11,500
	54	Arizona	11,400
	54	Ohio State	11,400
	56	Iowa State	11,200
	56	Massachusetts	11,200
	56	Notre Dame	11,200
	56	SUNY - Albany	11,200
	60	Virginia	11,040
	61	Brigham Young	11,000
	61	Cincinnati	11,000
	61	Connecticut	11,000
	61	Duke	11,000
	61	Indiana	11,000
	61	Kentucky	11,000
	61	New Mexico	11,000
	61	SUNY - Buffalo	11,000
	61	SUNY - Stony Brook	11,000
	61	Temple	11,000
	61	Utah	11,000
7	72	Houston	10,800
	72	North Carolina	10,800
	74	Case Western Reserve	10,500
	74	Cornell	10,500
	74	Georgetown	10,500
	74	Kansas	10,500
	74	Maryland	10,500
	74	Miami	10,500
	74	Rochester	10,500
	81	Illinois	10,320
	82	Emory	10,300
	82	Texas A&M	10,300
	84	Syracuse	10,287
	85	Joint University	10,200
	85	Tulane	10,200
	87	Dartmouth	10,100
	88	Alabama	10,000
	88	Boston	10,000
	88	Florida State	10,000
	88	Louisiana State	10,000
	88	Oklahoma	10,000
	88	Rice	10,000
8	94	Calif., Riverside	9,972
	95	Washington, St. Louis	9,919
	96	Florida	9,600
	96	Oklahoma State	9,600
	98	Southern California	9,000

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE 1979-80

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are thus clustered into groups according to the ranges specified here.

Group ranges are:

1- 17,000 and over
2- 16,000-16,999
3- 15,000-15,999
4- 14,000-14,999
5- 13,000-13,999
6- 12,000-12,999
7- 11,000-11,999
8- below 11,000

GROUP	RANK	INSTITUTION	SALARY
1	1	British Columbia	$ 17,500
2	2	McGill	16,165
3	3	Howard	15,432
4	4	Calif., Berkeley	14,796
	4	Calif., Davis	14,796
	4	Calif., Los Angeles	14,796
	4	Calif., San Diego	14,796
	4	Calif., Santa Barbara	14,796
	9	Minnesota	14,736
	10	Alberta	14,698
	11	Rutgers	14,407
	12	Toronto	14,200
	13	Wisconsin	14,100
5	14	Johns Hopkins	13,950
	15	Stanford	13,800
	16	Guelph	13,749
	17	Hawaii	13,748
	18	Kent State	13,600
	19	Oregon	13,500
	19	Washington	13,500
	21	McMaster	13,350
	22	Washington State	13,250
	23	Arizona State	13,144
	24	Colorado	13,000
	24	New York	13,000
	24	Pennsylvania	13,000
	24	Purdue	13,000
6	28	Western Ontario	12,970
	29	Harvard	12,800
	30	Queen's	12,775
	31	Iowa	12,700
	32	Texas	12,612
	33	Colorado State	12,600
	33	Pennsylvania State	12,600
	33	Southern Illinois	12,600
	36	Chicago	12,500
	36	Columbia	12,500
	36	M.I.T.	12,500
	36	Virginia Polytechnic	12,500
	40	Michigan	12,408
	41	Georgia	12,300
	41	Michigan State	12,300
	41	Nebraska	12,300
	41	Yale	12,300
	45	Ohio State	12,240
	46	Wayne State	12,230
	47	Rice	12,200
	48	Pittsburgh	$ 12,051
	49	Georgetown	12,000
	49	Houston	12,000
	49	Iowa State	12,000
	49	Miami	12,000
	49	Missouri	12,000
	49	New Mexico	12,000
	49	South Carolina	12,000
	49	SUNY - Buffalo	12,000
	49	SUNY - Stony Brook	12,000
	49	Tennessee	12,000
7	59	Washington, St. Louis	11,917
	60	Princeton	11,900
	61	Arizona	11,800
	61	Brown	11,800
	61	Northwestern	11,800
	61	SUNY - Albany	11,800
	65	Maryland	11,750
	66	Brigham Young	11,500
	66	Cornell	11,500
	66	Duke	11,500
	66	Indiana	11,500
	66	Kentucky	11,500
	66	North Carolina	11,500
	66	Notre Dame	11,500
	66	Utah	11,500
	74	Calif., Riverside	11,244
	75	Massachusetts	11,200
	76	Alabama	11,000
	76	Boston	11,000
	76	Cincinnati	11,000
	76	Connecticut	11,000
	76	Dartmouth	11,000
	76	Emory	11,000
	76	Florida State	11,000
	76	Kansas	11,000
	76	Temple	11,000
	76	Virginia	11,000
8	86	Case Western Reserve	10,960
	87	Texas A&M	10,900
	88	Joint University	10,800
	89	Syracuse	10,698
	90	Florida	10,500
	90	Louisiana State	10,500
	90	Oklahoma	10,500
	90	Oklahoma State	10,500
	90	Rochester	10,500
	90	Southern California	10,500
	90	Tulane	10,500
	97	Illinois	10,490

Figure for York not available

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE 1978-79

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are thus clustered into groups according to the ranges specified here.

Group ranges are:

1- 22,000 and over
2- 21,000-21,999
3- 20,000-20,999
4- 19,000-19,999
5- 18,000-18,999
6- 17,000-17,999
7- 16,000-16,999
8- 15,000-15,999
9- 14,000-14,999
10- below 14,000

GROUP	RANK	INSTITUTION	SALARY
1	1	British Columbia	$ 24,477
	2	McGill	23,990
	3	Calif., Davis	22,788
	4	Alberta	22,480
	5	Guelph	22,280
2	6	York	21,754
	7	Calif., Santa Barbara	21,500
	8	Howard	21,359
	9	Calif., Berkeley	21,276
	9	Calif., Los Angeles	21,276
3	11	Rutgers	20,500
	12	Toronto	20,120
4	13	Calif., San Diego	19,872
	14	Calif., Riverside	19,651
	15	Kent State	19,445
	16	Oregon	19,061
5	17	Pennsylvania State	18,984
	18	McMaster	18,828
	19	Johns Hopkins	18,355
	20	Colorado	18,345
	21	Wayne State	18,305
	22	Hawaii	18,300
	23	Minnesota	18,271
	24	Colorado State	18,200
	24	New York	18,200
	26	Stanford	18,110
	27	Queen's	18,100
6	28	Columbia	17,750
	29	M.I.T.	17,450
	30	Ohio State	17,400
	31	Pennsylvania	17,350
	32	Western Ontario	17,335
	33	Illinois	17,300
	34	Southern Illinois	17,172
	35	Massachusetts	17,158
	36	Temple	17,016
7	37	Michigan	16,968
	38	Missouri	16,901
	39	Iowa State	16,700
	39	Purdue	16,700
	39	Yale	16,700
	42	Cincinnati	16,611
	43	Georgetown	16,580
	44	Cornell	16,575
	44	New Mexico	16,575
	46	Washington State	16,535
	47	Harvard	16,529
	48	Arizona	16,500
8	48	Princeton	$ 16,500
	50	Dartmouth	16,450
	51	Southern California	16,321
	52	Louisiana State	16,295
	53	Connecticut	16,278
	54	Miami	16,275
	55	Arizona State	16,263
	56	Houston	16,215
	57	Maryland	16,184
	58	Washington	16,182
	59	Iowa	16,150
	60	Kentucky	16,000
	61	SUNY - Albany	15,922
	62	Northwestern	15,840
	63	Duke	15,820
	64	Virginia Polytechnic	15,800
	64	Wisconsin	15,800
	66	Michigan State	15,725
	67	Chicago	15,679
	67	Texas	15,679
	69	Pittsburgh	15,558
	70	Rice	15,500
	70	Texas A&M	15,500
	72	SUNY - Buffalo	15,477
	73	Utah	15,345
	74	Brigham Young	15,300
	75	Case Western Reserve	15,299
	76	South Carolina	15,200
	77	Georgia	15,000
	77	Rochester	15,000
	77	SUNY - Stony Brook	15,000
	77	Virginia	15,000
9	81	Brown	14,980
	81	Kansas	14,980
	83	Indiana	14,971
	84	Nebraska	14,900
	85	Oklahoma State	14,856
	86	Tennessee	14,846
	87	Notre Dame	14,796
	88	North Carolina	14,600
	89	Alabama	14,500
	90	Emory	14,390
	91	Washington, St. Louis	14,250
	92	Joint University	14,200
	93	Florida State	14,175
	94	Boston	14,100
10	95	Syracuse	13,804
	96	Tulane	13,552
	97	Florida	13,456
	98	Oklahoma	13,336

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE 1979-80

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are thus clustered into groups according to the ranges specified here.

Group ranges are:

1- 22,000 and over
2- 21,000-21,999
3- 20,000-20,999
4- 19,000-19,999
5- 18,000-18,999
6- 17,000-17,999
7- 16,000-16,999
8- 15,000-15,999
9- below 15,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Santa Barbara	$ 26,500
	2	British Columbia	26,360
	3	Guelph	25,173
	4	McGill	25,071
	5	Calif., Los Angeles	24,500
	6	Alberta	24,441
	7	Calif., Berkeley	24,360
	7	Calif., Davis	24,360
	7	Calif., San Diego	24,360
	10	Toronto	22,174
	11	Rutgers	22,000
2	12	Howard	21,359
3	13	Kent State	20,959
	14	McMaster	20,505
	15	Pennsylvania State	20,424
	16	Queen's	20,125
	17	Wayne State	20,043
4	18	Calif., Riverside	19,900
	19	Louisiana State	19,847
	20	Hawaii	19,821
	21	Stanford	19,612
	22	Oregon	19,400
	23	Minnesota	19,366
	24	Colorado	19,253
	25	New York	19,136
	26	Western Ontario	19,103
5	27	Washington State	18,885
	28	Columbia	18,750
	29	Dartmouth	18,520
	30	Colorado State	18,500
	30	Pennsylvania	18,500
	32	Southern Illinois	18,384
	33	Ohio State	18,360
	34	Massachusetts	18,342
	35	Connecticut	18,254
	36	SUNY - Buffalo	18,190
	37	Johns Hopkins	18,166
	38	Illinois	18,100
	39	Michigan	18,096
	40	Iowa State	18,088
	41	Washington	18,012
	42	Miami	18,000
	42	M.I.T.	18,000
6	44	Houston	17,967
	45	Purdue	17,900
	46	Missouri	17,891
	47	Temple	17,867
	48	Yale	17,800
7	49	Georgetown	$ 17,750
	50	Southern California	17,720
	51	Harvard	17,649
	52	Maryland	17,625
	53	Arizona State	17,607
	54	New Mexico	17,550
	55	Princeton	17,500
	56	Michigan State	17,400
	57	Iowa	17,300
	57	Virginia Polytechnic	17,300
	59	SUNY - Albany	17,278
	60	Florida State	17,156
	61	Cornell	17,119
	62	Rice	16,995
	63	Arizona	16,970
	64	Chicago	16,948
	65	Texas	16,940
	66	Wisconsin	16,906
	67	Pittsburgh	16,851
	68	Boston	16,695
	69	Cincinnati	16,611
	70	Duke	16,610
	71	Indiana	16,555
	72	Utah	16,550
	73	Texas A&M	16,500
	74	Kentucky	16,484
	75	Northwestern	16,441
	76	South Carolina	16,419
	77	Georgia	16,350
	78	Brigham Young	16,300
	79	Florida	16,286
	80	Virginia	16,200
	81	Rochester	16,136
	82	Notre Dame	16,080
	83	Nebraska	16,051
	84	SUNY - Stony Brook	16,000
8	85	Brown	15,995
	86	Tennessee	15,969
	87	Kansas	15,900
	88	Joint University	15,862
	89	Case Western Reserve	15,838
	90	North Carolina	15,575
	91	Emory	15,397
	92	Oklahoma State	15,234
9	93	Alabama	14,993
	94	Syracuse	14,952
	95	Washington, St. Louis	14,900
	96	Oklahoma	14,687
	97	Tulane	14,585

Figure for York not available

TABLE 9: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, 1975-79

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1975	1976	1977	1978[r]	1979	1975	1976	1977	1978[r]	1979
Alabama	91	88	88	89	93	80	79	75	88	76
Alberta	7	5	7	4	6	2	4	4	4	10
Arizona	59	45	59	48	63	59	50	38	54	61
Arizona State	70	36	46	55	53	59	50	71	23	23
Boston	84	85	86	94	68	78	73	75	88	76
Brigham Young	63	75	66	74	78	63	79	57	61	66
British Columbia	1	1	1	1	2	1	2	2	1	1
Brown	88	92	82	81	85	63	56	36	39	61
Calif., Berkeley	2	2	3	9	7	4	6	8	14	4
Calif., Davis	2	2	3	3	7	4	6	8	14	4
Calif., Los Angeles	5	5	3	9	5	4	6	5	7	4
Calif., Riverside	**	**	**	14	18	**	**	**	94	74
Calif., San Diego	5	8	8	13	7	4	6	8	14	4
Calif., Santa Barbara	4	4	3	7	1	4	6	8	14	4
Case Western Reserve	72	61	66	75	89	63	38	57	74	86
Chicago	53	49	73	67	64	26	38	57	44	36
Cincinnati	45	45	47	42	69	43	38	38	61	76
Colorado	16	18	24	20	24	80	12	18	28	24
Colorado State	9	15	18	24	30	32	22	31	23	33
Columbia	26	24	20	28	28	43	56	38	48	36
Connecticut	43	47	26	53	35	40	50	38	61	76
Cornell	50	52	37	44	61	57	73	75	74	66
Dartmouth	41	39	36	50	29	73	70	73	87	76
Duke	66	52	51	63	70	63	59	57	61	66
Emory	89	86	88	90	91	74	59	84	82	76
Florida	89	82	90	97	79	74	85	91	96	90
Florida State	84	81	83	93	60	80	85	75	88	76
Georgetown	45	47	33	43	49	43	59	57	74	49
Georgia	68	75	71	77	77	19	30	50	28	41
Guelph	**	**	**	5	3	**	**	**	13	16
Harvard	34	37	41	47	51	41	38	35	37	29
Hawaii	13	12	14	22	20	9	3	13	21	17
Houston	31	31	47	56	44	21	33	51	72	49
Howard	9	10	9	8	12	3	1	1	3	3
Illinois	50	66	61	33	38	56	67	71	81	97
Indiana	61	61	69	83	71	63	59	57	61	66
Iowa	57	54	54	59	57	26	23	26	28	31
Iowa State	31	27	34	39	40	34	49	38	56	49
Johns Hopkins	40	29	29	19	37	26	56	51	6	14
Joint University	93	93	94	92	88	88	92	92	85	88
Kansas	50	64	74	81	87	90	59	57	74	76

[r]Revised based on figures reported 8/79
** - Institution not an ARL member during this period
N/A - Not available

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1975	1976	1977	1978[r]	1979	1975	1976	1977	1978[r]	1979
Kent State	57	44	13	15	13	13	23	16	18	18
Kentucky	73	86	85	60	74	80	89	86	61	66
Lousiana State	63	68	63	52	19	80	89	93	88	90
McGill	12	9	2	2	4	18	11	3	2	2
McMaster	22	19	15	18	14	13	15	18	25	21
Maryland	42	42	44	57	52	43	55	57	74	65
Massachusetts	17	40	42	35	34	78	87	55	56	75
M.I.T.	38	28	31	29	42	41	38	38	48	36
Miami	45	32	42	54	42	43	59	75	74	49
Michigan	31	29	29	37	39	38	33	36	38	40
Michigan State	45	58	51	66	56	22	23	30	39	41
Minnesota	19	21	19	23	23	11	16	6	5	9
Missouri	87	89	53	38	46	90	94	38	48	49
Nebraska	71	67	80	84	83	63	38	38	48	41
New Mexico	**	**	**	44	54	**	**	**	61	49
New York	15	16	17	24	25	13	12	7	12	24
North Carolina	77	75	80	88	90	63	59	57	72	66
Northwestern	62	72	59	62	75	57	70	31	39	61
Notre Dame	80	79	77	87	82	43	38	31	56	66
Ohio State	28	26	26	30	33	87	69	69	54	45
Oklahoma	92	89	92	98	96	74	79	86	88	90
Oklahoma State	73	68	74	85	92	92	75	85	96	90
Oregon	34	12	23	16	22	23	5	12	8	19
Pennsylvania	22	22	25	31	30	13	18	18	22	24
Pennsylvania State	8	11	12	17	15	23	23	28	28	33
Pittsburgh	75	61	65	69	67	94	87	70	44	48
Princeton	66	57	40	48	55	43	38	38	48	60
Purdue	27	42	45	39	45	63	70	57	28	24
Queen's	34	23	22	27	16	34	18	23	27	30
Rice	65	58	50	70	62	74	75	94	88	47
Rochester	80	80	77	77	81	26	38	57	74	90
Rutgers	19	14	11	11	11	11	14	14	10	11
South Carolina	76	84	86	76	76	43	50	51	28	49
Southern California	69	70	63	51	50	93	93	86	98	90
Southern Illinois	24	25	28	34	32	26	38	57	39	33
Stanford	11	20	15	26	21	43	50	18	9	15
SUNY - Albany	25	50	55	61	59	39	38	51	56	61
SUNY - Buffalo	37	40	66	72	36	34	37	56	61	49
SUNY - Stony Brook	19	32	55	77	84	43	59	38	61	49
Syracuse	79	82	91	95	94	59	75	83	84	89
Temple	44	38	31	36	47	63	79	86	61	76

[r]Revised based on figures reported 8/79
** - Institution not an ARL member during this period
N/A - Not available

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1975	1976	1977	1978[r]	1979	1975	1976	1977	1978[r]	1979
Tennessee	84	70	71	86	86	55	35	38	48	49
Texas	30	35	55	67	65	9	21	24	28	32
Texas A & M	29	58	55	70	73	72	68	82	82	87
Toronto	13	7	10	12	10	25	20	16	20	12
Tulane	94	94	93	96	97	89	79	86	85	90
Utah	77	89	77	73	72	80	89	75	61	66
Virginia	80	75	84	77	80	59	75	73	60	76
Virginia Polytechnic	45	64	62	64	57	26	23	26	28	36
Washington	53	54	49	58	41	32	35	38	47	19
Washington State	53	56	37	46	27	19	23	18	28	22
Washington, St. Louis	56	74	74	91	95	80	79	75	95	59
Wayne State	18	16	20	21	17	37	32	31	43	46
Western Ontario	83	50	34	32	26	43	30	25	26	28
Wisconsin	60	72	69	64	66	13	17	15	11	13
Yale	38	32	37	39	48	43	29	29	44	41
York	**	**	**	6	N/A	**	**	**	19	N/A

[r]Revised based on figures reported 8/79
** - Institution not an ARL member during this period
N/A - Not available

TABLE 10: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES

The chart and graph here convert into index numbers salary figures for the past decade and compare these numbers to the consumer price index (CPI) which also has been converted using 1969-70 as the base year.[1]

Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Sal. Index	BPS* Index	Consumer Price Index
1979-80	97	6,731	$18,910	$12,000	195.0	159.8	197.3
1978-79[r]	94	6,756	17,896	11,450	184.5	152.7	178.0
1977-78	94	6,689	16,000	11,000	164.9	146.7	165.3
1976-77	92	6,577	15,000	10,500	154.6	140.0	155.3
1975-76	94	6,522	14,000	10,000	144.3	133.3	146.8
1974-75	88	6,303	12,850	9,387	132.5	125.1	134.5
1973-74	82	6,102	11,850	8,800	122.2	117.3	121.2
1972-73	81	6,009	11,250	8,500	116.0	113.3	114.1
1971-72	78	5,738	10,800	8,200	111.3	109.3	110.5
1970-71	78	5,790	10,250	8,000	105.7	106.7	105.9
1969-70	74	5,428	9,700	7,500	100.0	100.0	100.0

[1]CPI for 1978-79 as of July 1, 1979; previous CPI's are averages for each calender year.
[r]Figures revised from 1977-78 survey
*BPS = Beginning Professional Salary

TABLE 11: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, JULY 1, 1979

SALARY INTERVALS	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $47,000 or more	26	4		1	1					31	4		1					
02. 46,000 - 46,999	3	1								4	1							
03. 45,000 - 45,999	4	1		2						5	1		2					
04. 44,000 - 44,999	6			1						7			1					
05. 43,000 - 43,999	4	2		4	1	1		1	1	5	2		5					
06. 42,000 - 42,999	6	5	3	1		1				7	5	1	1					
07. 41,000 - 41,999	4	4	1	3						5	4		4					
08. 40,000 - 40,999	5	2	2	5	1	1				6	2	1	6					
09. 39,000 - 39,999	6	4	2	3				1		7	4	1	4					
10. 38,000 - 38,999	9	3	1	6	2					11	3		7					
11. 37,000 - 37,999	3	4	6	5	2	1		1	1	4	4	3	6					
12. 36,000 - 36,999	1	3	7	5	1		1	2		1	3	3	6					
13. 35,000 - 35,999	3	8	7	2	3			1		4	9	3	2	1				
14. 34,000 - 34,999		3	7	5	2		4	3			3	3	6			1		
15. 33,000 - 33,999	2	5	13	5	5	2	1	8	3	2	5	6	6	1			1	
16. 32,000 - 32,999	1	5	10	2	3		1	8	2	1	5	5	2	1			1	
17. 31,000 - 31,999		6	6	6	9	5	5	7			6	3	7	2	1	2	1	
18. 30,000 - 30,999		8	8	5	11	12	3	29	12		9	4	6	2	1	1	3	
19. 29,000 - 29,999		3	16	2	14	13	6	12	4		3	8	2	3	2	2	1	
20. 28,000 - 28,999		3	15	3	7	10	12	17	8		3	7	4	1	1	4	2	
21. 27,000 - 27,999		6	13	3	21	18	10	26	19		6	6	4	4	2	3	3	1
22. 26,000 - 26,999		5	14	2	17	25	9	40	73		5	7	2	3	3	3	4	3
23. 25,000 - 25,999		2	14	4	19	22	12	31	33		2	7	5	4	3	4	3	1
24. 24,000 - 24,999		5	22	1	29	29	16	55	103		5	11	1	5	4	5	5	4
25. 23,000 - 23,999			13		30	33	12	65	49			6		6	4	4	6	2
26. 22,000 - 22,999		1	10		36	35	11	72	86		1	5		7	4	4	7	3
27. 21,000 - 21,999			2	3	29	49	17	95	100			1	4	5	6	6	9	3
28. 20,000 - 20,999		1	4	1	42	65	20	97	106		1	2	1	8	8	7	10	4
29. 19,000 - 19,999			2		59	65	22	92	184			1		11	8	7	9	6
30. 18,000 - 18,999			3	1	47	77	25	106	263			1	1	9	10	8	10	9
31. 17,000 - 17,999			1		48	77	22	89	294					9	10	7	9	10
32. 16,000 - 16,999			1		39	65	31	61	339					7	8	10	6	12
33. 15,000 - 15,999			1		37	70	23	49	328					7	9	8	5	11
34. 14,000 - 14,999					10	67	11	24	325					2	8	4	2	11
35. 13,000 - 13,999					11	35	12	14	259					2	4	4	1	9
36. 12,000 - 12,999					4	20	8	6	232					1	2	3	1	8
37. 11,000 - 11,999					1	5	2	5	75						1	1		3
38. 10,000 - 10,999						1		1	11									
39. 9,000 - 9,999																		
40. 8,000 - 8,999																		
41. TOTAL	83	94	204	81	541	804	296	1018	2910	100	100	100	100	100	100	100	100	100

TABLE 12: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, JULY 1, 1979

SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $47,000 or more	23	2		1	1					3	2							
02. 46,000 - 46,999	3	1																
03. 45,000 - 45,999	4	1		1									1					
04. 44,000 - 44,999	5			1						1								
05. 43,000 - 43,999	4	1		3	1	1		1	1		1		1					
06. 42,000 - 42,999	4	4	3	1		1				2	1							
07. 41,000 - 41,999	3	3	1	2						1	1		1					
08. 40,000 - 40,999	5	2	2	3		1							2	1				
09. 39,000 - 39,999	5	2	1	1				1		1	2	1	2					
10. 38,000 - 38,999	8	3	1	5						1			1	2				
11. 37,000 - 37,999	3	2	4	4	1	1		1	1		2	2	1	1				
12. 36,000 - 36,999	1	1	5	2	1		1	2			2	2	3					
13. 35,000 - 35,999	2	7	7	1	3			1		1	1		1					
14. 34,000 - 34,999		2	5	5			4	1			1	2		2			2	
15. 33,000 - 33,999	2	4	11	3	3	2	1	4	2		1	2	2	2			4	1
16. 32,000 - 32,999	1	2	5	1	1		1	4			3	5	1	2			4	2
17. 31,000 - 31,999		6	3	2	5	2	3	4				3	4	4	3	2	3	
18. 30,000 - 30,999		5	8	3	9	8	2	17	7		3		2	2	4	1	12	5
19. 29,000 - 29,999		3	10		6	9	2	7	3			6	2	8	4	4	5	1
20. 28,000 - 28,999		2	5	1	2	5	7	11	1		1	10	2	5	5	5	6	7
21. 27,000 - 27,999		4	6	1	8	11	8	11	7		2	7	2	13	7	2	15	12
22. 26,000 - 26,999		2	6	1	11	10	4	15	24		3	8	1	6	15	5	25	49
23. 25,000 - 25,999		2	8	2	11	14	9	11	14			6	2	8	8	3	20	19
24. 24,000 - 24,999		4	11	1	10	15	11	23	35		1	11		19	14	5	32	68
25. 23,000 - 23,999			8		16	23	7	24	15			5		14	10	5	41	34
26. 22,000 - 22,999			5		19	19	4	29	32		1	5		17	16	7	43	54
27. 21,000 - 21,999			1	2	12	20	10	40	36			1	1	17	29	7	55	64
28. 20,000 - 20,999			3		14	33	14	28	34		1	1	1	28	32	6	69	72
29. 19,000 - 19,999			1		18	29	13	36	60			1		41	36	9	56	124
30. 18,000 - 18,999			2		12	32	10	42	73			1	1	35	45	15	64	190
31. 17,000 - 17,999			1		5	25	11	29	73					43	52	11	60	221
32. 16,000 - 16,999					15	28	18	23	107			1		24	37	13	38	232
33. 15,000 - 15,999					12	32	13	20	78			1		25	38	10	29	250
34. 14,000 - 14,999					1	30	4	9	108					9	37	7	15	217
35. 13,000 - 13,999					6	17	8	5	84					5	18	4	9	175
36. 12,000 - 12,999					1	7	3		59					3	13	5	6	173
37. 11,000 - 11,999						2	1	1	17					1	3	1	4	58
38. 10,000 - 10,999									1						1		1	10
39. 9,000 - 9,999																		
40. 8,000 - 8,999																		
41. TOTAL	73	65	123	47	204	377	169	400	872	10	29	81	34	337	427	127	618	2038

TABLE 13: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS, JULY 1, 1979

	POSITION	Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1.	Director	83	73	10	$ 43,890	$ 43,946	$ 43,476
2.	Associate Director	94	65	29	34,008	34,230	33,511
3.	Assistant Director	204	123	81	28,628	29,545	27,235
4.	Medical/Law Head	81	47	34	34,227	35,462	32,520
5.	Branch Head	541	204	337	21,507	22,825	20,709
6.	Subject Specialist	804	377	427	19,575	20,243	18,986
7.	Functional Specialist	296	169	127	20,607	21,136	19,903
8.	Dept. Head: Reference	135	39	96	21,961	23,219	21,451
9.	Cataloging	139	30	109	22,162	21,776	22,269
10.	Acquisition	104	47	57	21,125	21,597	20,737
11.	Serials	70	19	51	20,295	20,225	20,322
12.	Doc./Maps	77	25	52	20,390	20,646	20,267
13.	Circulation	90	42	48	19,596	19,283	19,869
14.	Spec.Clltn.	110	71	39	22,795	23,916	20,754
15.	Other	293	127	166	20,887	21,841	20,157
16.	Other: Over 15 yrs. exper.	605	183	422	20,690	21,512	20,334
17.	10 - 15 yrs. exper.	573	166	407	19,034	19,390	18,889
18.	5 - 10 yrs. exper.	746	211	535	16,880	17,407	16,673
19.	Under 5 yrs. exper.	986	312	674	14,575	14,838	14,453
	TOTAL	6,031	2,330	3,701			

TABLE 14: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS, JULY 1, 1979

	POSITION	Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1.	Director	4	4	0	$ 45,408	$ 45,408	$
2.	Associate Director	6	4	2	35,242	*	*
3.	Assistant Director	9	2	7	28,123	*	*
4.	Medical/Law Head	7	6	1	34,936	*	*
5.	Branch Head	47	18	29	21,659	22,371	21,217
6.	Subject Specialist	103	47	56	19,122	20,546	17,927
7.	Functional Specialist	26	13	13	19,458	20,324	18,592
8.	Dept. Head:Reference	9	3	6	23,151	*	*
9.	Cataloging	15	2	13	21,829	*	*
10.	Acquisition	5	1	4	20,739	*	*
11.	Serials	3	0	3	*		*
12.	Doc./Maps	2	1	1	*	*	*
13.	Circulation	3	0	3	*		*
14.	Spec.Clltn.	6	4	2	22,494	*	*
15.	Other	15	10	5	21,570	23,392	17,925
16.	Other:Over 15 yrs. exper.	58	15	43	20,510	21,880	20,032
17.	10 - 15 yrs. exper.	77	26	51	18,661	18,636	18,674
18.	5 - 10 yrs. exper.	68	14	54	16,818	16,698	16,849
19.	Under 5 yrs. exper.	82	20	62	15,133	15,571	14,992
	TOTAL	545	190	355			

* Salary information not published when fewer than 4 individuals are involved

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION

POSITION	ALL COMBINED (94)		PUBLIC (57)		PRIVATE (29)	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	83	$ 43,890	53	$ 42,768	23	$ 44,577
2. Associate Director	94	34,008	52	33,706	27	31,469
3. Assistant Director	204	28,628	111	27,863	72	27,657
4. Medical/Law Head	81	34,277	41	32,739	31	36,467
5. Branch Head	541	21,507	338	21,288	163	20,611
6. Subject Specialist	804	19,575	489	19,760	255	18,330
7. Functional Specialist	296	20,607	163	20,545	106	19,604
8. Dept. Head:Reference	135	21,961	73	22,135	51	20,306
9. Cataloging	139	22,162	73	22,384	57	20,758
10. Acquisition	104	21,125	51	21,541	46	19,788
11. Serials	70	20,295	38	21,270	28	18,553
12. Doc./Maps	77	20,390	51	20,572	19	17,679
13. Circulation	90	19,596	51	19,078	30	18,775
14. Spec.Cltn.	110	22,795	54	23,990	49	21,068
15. Other	293	20,887	168	21,263	96	18,832
16. Other:Over 15 yrs. exper.	605	20,690	370	21,360	151	18,543
17. 10 - 15 yrs. exper.	573	19,034	387	19,170	136	17,290
18. 5 - 10 yrs. exper.	746	16,880	481	16,852	200	15,727
19. Under 5 yrs. exper.	986	14,575	639	14,549	273	13,594

( ) Number of ARL libraries included

TABLE 16: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF

POSITION	Staff Over 125 (4)		Staff 75-125 (23)		Staff 50-74 (32)		Staff 1-49 (35)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	2	*	18	$ 48,807	30	$ 42,711	33	$ 41,908
2. Associate Director	4	$ 35,450	30	38,471	32	33,417	28	29,696
3. Assistant Director	12	32,827	56	31,649	71	27,564	65	26,412
4. Medical/Law Head	6	33,731	28	36,066	33	32,809	14	34,103
5. Branch Head	71	23,136	265	21,921	133	20,981	72	19,347
6. Subject Specialist	148	19,436	336	20,461	184	19,809	136	17,224
7. Functional Specialist	13	22,043	124	21,885	99	18,483	60	21,161
8. Dept. Head:Reference	6	24,862	35	24,247	49	21,399	45	20,410
9. Cataloging	7	24,659	52	22,654	40	22,135	40	21,114
10. Acquisition	4	23,646	35	22,386	33	20,829	32	19,738
11. Serials	3	*	20	21,027	24	20,574	23	18,866
12. Doc./Maps	4	27,796	20	21,520	25	19,974	28	18,896
13. Circulation	2	*	29	21,856	30	18,772	29	18,135
14. Spec.Cltn.	3	*	34	24,535	38	22,393	35	21,157
15. Other	9	23,131	105	22,370	109	19,978	70	19,789
16. Other:Over 15 yrs. exper.	74	23,729	224	21,483	188	19,661	119	18,935
17. 10 - 15 yrs. exper.	56	20,092	207	19,676	185	18,731	125	17,945
18. 5 - 10 yrs. exper.	59	17,151	256	17,270	261	16,845	170	16,255
19. Under 5 yrs. exper.	89	16,186	350	14,935	314	14,125	233	14,025

( ) Number of ARL libraries included
* Salary information not published when fewer than 4 individuals are involved

TABLE 17: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION[1]

POSITION	NORTHEAST		NORTH CENTRAL		SOUTH			WEST		CANADA
	New England (6)	Middle Atlantic (14)	East N.Central (14)	West N.Central (7)	East S.Central (4)	West S.Central (8)	South Atlantic (14)	Mountain (7)	Pacific (12)	(8)
1. Director	$ 42,393	$ 46,088	$ 44,964	$ 46,500	$ 37,753	$ 40,460	$ 41,031	$ 41,853	$ 45,301	$ 50,123
2. Associate Director	29,232	34,761	38,097	30,679	28,514	27,972	32,824	29,254	37,507	39,626
3. Assistant Director	25,651	28,003	28,909	27,656	23,863	26,244	25,719	24,969	33,209	35,998
4. Medical/Law Head	31,742	39,169	32,298	33,389	25,666	*	35,233	N/A	36,911	33,288
5. Branch Head	20,663	21,419	20,987	21,369	18,082	16,976	19,353	18,802	23,473	27,004
6. Subject Specialist	18,365	18,990	18,489	18,982	16,808	16,425	18,617	18,947	22,359	23,358
7. Functional Specialist	19,883	20,232	20,244	22,675	15,012	20,668	18,751	20,019	22,494	24,919
8. Dept. Head:Reference	21,054	21,031	21,024	20,558	20,357	19,771	21,494	20,083	24,546	28,488
9. Cataloging	21,866	20,395	21,798	20,207	20,522	21,594	21,321	22,892	25,642	29,259
10. Acquisition	20,735	19,806	21,530	20,419	*	17,683	21,158	20,295	24,686	26,883
11. Serials	17,337	19,901	20,271	19,258	*	18,555	20,257	19,497	24,477	23,240
12. Doc./Maps	21,356	19,172	18,518	18,549	*	17,541	18,269	19,342	25,148	26,423
13. Circulation	16,633	20,264	17,843	19,243	16,835	17,480	19,301	17,596	21,971	25,263
14. Spec.Cltn.	24,686	23,299	21,602	20,463	19,680	19,639	21,883	24,399	27,062	25,662
15. Other	19,435	20,921	20,975	19,786	16,251	18,904	19,940	17,309	25,489	25,510
16. Other:Over 15 yrs. exper.	18,406	19,867	19,812	19,595	16,657	18,242	18,084	19,101	24,185	21,598
17. 10 - 15 yrs. exper.	17,163	18,106	17,702	17,725	16,353	17,476	17,479	17,514	21,804	22,730
18. 5 - 10 yrs. exper.	15,953	16,232	16,465	16,767	13,988	15,085	15,968	16,114	18,479	20,641
19. Under 5 yrs. exper.	13,575	13,889	14,128	13,816	12,605	13,659	14,029	13,903	17,351	18,414

[1]Excludes Chicago, Harvard, Yale, and York
* Salary information not published when fewer than 4 individuals are involved
N/A - Not available
( ) Number of ARL libraries included

REGION	NO.	ARL UNIVERSITY LIBRARIES INCLUDED	STATES INCLUDED
NORTHEAST			
1. New England	(8)	Boston; Brown; Conn.; Dartmouth; Harvard; MIT; Yale Massachusetts	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
NORTH CENTRAL			
3. East North Central	(15)	Case Western; Chicago; Cincinnati; Indiana; Ill.; Kent State; Mich.; Mich. State; N. Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wisconsin	Ill., Ind., Mich., Ohio, Wisc.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri, Nebraska; Wash. U., Mo.	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
SOUTH			
5. East South Central	(4)	Alabama; Kentucky; Jt. Univ.; Tennessee	Ala., Ky., Miss., Tenn.
6. West South Central	(8)	Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&M; Tulane	Ark., La., Okla., Tex.
7. South Atlantic	(14)	Duke; Emory; Florida; Fla. State; Georgia; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; S.C.; Va.; VPI	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
WEST			
8. Mountain	(7)	Arizona; Arizona State; Colorado; Colorado State; New Mexico; Brigham Young; Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(12)	U. of Calif.: Berkeley, Davis, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern Calif.; Stanford; Washington; Washington State	Alaska, Cal., Hawaii, Oregon, Wash.
CANADA	(9)	Alberta; British Columbia; Guelph; McGill; McMaster; Queen's; Toronto; Western Ontario; York	Alberta, British Columbia, Ontario, Quebec

( ) Number of ARL libraries included

11

FOOTNOTES

Institution	Notes
ALABAMA	All 1979-80 salaries are subject to increases contingent upon tax revenues to the Special Education Trust Fund. 1978-79 salaries did not include Law.
ALBERTA	Excludes Extension, Boreal Institute, St. Joseph's College, and College Universitaire St. Jean.
ARIZONA	Excludes libraries financed by College, department or other non-library funds. The number of libraries thus excluded is one dozen or more.
BOSTON	Includes Theology Library.
BRIGHAM YOUNG	Excludes the Law Library, which is a separate administrative unit.
BROWN	Excludes the John Carter Brown Library.
CALIF., BERKELEY	Excludes libraries not administratively part of the General Library. These include the Giannini Foundation of Agricultural Economics Research Library, Governmental Studies Library, Industrial Relations Library, Institute of International Studies Library, Transportation Engineering Library, Water Resources Archives, Lawrence Hall of Science Library, Donner Laboratory Library, Earthquake Engineering Library, and Chicano Studies Library.
CALIF., DAVIS	Exludes Law Library
CINCINNATI	Includes College, department, and branch campus libraries.
COLORADO	Excludes the Head of the Law Library who is not paid by the Library.
CONNECTICUT	Professionals listed under "other" category include: Head of Learning Resource Center, Director of Clinical Librarian Project at the Health Center Library, Head of the Music Library, Art Librarian, Archivist, Head of Library Instructional Services, and Head of Microtext/Audio-Visual. Salary figures do not include proposed merit increases; and, as the Health Center Library contract is still under negotiation, figures reported for that staff are the same as last year.

FLORIDA STATE	Excludes Developmental Research School.
GEORGETOWN	Excludes Center for Population Research Library.
HAWAII	Excludes departmental collections not under the jurisdiction of the Main Library: Hawaii Institute of Geophysics, Industrial Relations Center, and Public Health Reading Room. Excludes 8.66 librarians assigned to the Library who are funded from non-library sources.
HOUSTON	Excludes Clear Lake, Victoria, and Downtown College campuses.
HOWARD	Selected departmental and research institute libraries excluded from this report.
ILLINOIS	The Librarian for Urbana-Champaign branch of the Health Sciences is included.
INDIANA	Includes regional campuses and some extra-system libraries that have full time librarians. Beginning Professional Salary figures are for the Bloomington campus only.
JOHN CRERAR	Changes in salary are not on a fiscal year basis.
JOHNS HOPKINS	Excludes School of Advanced International Studies, Applied Physics Laboratory, and School of Hygiene and Public Health.
LOUISIANA STATE	Median and Beginning Professional Salaries are for Main Library only.
MARYLAND	Excludes College of Library and Information Service.
MICHIGAN	Excludes Business Administration Library, Clements Library, and Michigan Historical Collections.
MINNESOTA	Department Directors' positions have been included under Branch Heads. Previously they were listed as Assistant Directors.
NEBRASKA	Includes all libraries on the University of Nebraska-Lincoln campuses.
NEW YORK PUBLIC	Survey included the following personnel titles assigned to the Research Library: Librarian, Specialist, Library Administrative Assistant, Library Administrative Associate, and Library Technical Assistants III & IV.
NEW YORK UNIVERSITY	Fiscal year is September 1 through August 31.
NORTHWESTERN	Includes Dental Library and two project librarians funded by grants.

OHIO STATE	Includes regional campuses and the Agriculture Technical Institute Libraries.
PITTSBURGH	Includes branch campus libraries.
PRINCETON	Title II-C funded positions included in this report.
PURDUE	Excludes North Central campus.
QUEEN'S	Excludes Industrial Relations Centre
ROCHESTER	Includes Music Library.
RUTGERS	Salaries below the Beginning Professional Salary are MLS students.
SMITHSONIAN	Excludes National Collection of Fine Arts/National Portrait Gallery Library, Freer Gallery of Art Library, and Hirschhorn Gallery Library.
SOUTHERN CALIF.	Excludes Andrus Gerontology Center Library, Hancock Library of Biology and Oceanography, and Safety and Systems Management Library.
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, Papers of Ulysses S. Grant, Instructional Design Faculty of Learning Resources Service. Includes Library Affairs—Administration, Library Services (Morris Library), Library Reference Project, Special Collections, Learning Resources Services (Director and Assistant Director for Media Services only).
SUNY-ALBANY	Includes Downtown Campus.
SUNY-BUFFALO	Excludes Heads of Law and Music Libraries.
SYRACUSE	Excludes Utica College and Head Law Librarian.
TENNESSEE	1978-79 figures include 3 positions in the Law Library. Law Library excluded in 1979-80.
TEXAS	Beginning Professional Salary figures for the General Libraries only. Excludes the Humanities Research Center.
TORONTO	Excludes Architecture, Chemistry, Dentistry, Education, Fine Arts, Music and Physics.
TULANE	Excludes Business Administration.
WISCONSIN	Beginning Professional Salary figures for the main University Library only.
YALE	Excludes British Art Center.